

US Equestrian

Games Staff Selection Procedures

2027 Pan American Games

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SECTION 1: OVERVIEW

These procedures provide the Games Staff qualification requirements for nomination to the 2027 Pan American Games (“Games”) for US Equestrian. However, accreditation allocation is not guaranteed and will be based on final USOPC credential allocation and overall Team size. Responsibility for payment for allocated accreditations will be determined by the USOPC and US Equestrian (“NGB”).

SECTION 2: GAMES STAFF REQUIREMENTS

2.1 MINIMUM REQUIREMENTS FOR ALL GAMES STAFF

1. Undergo a background screen in accordance with the current [USOPC Background Check Policy](#) prior to nomination.
 - Should a nominee experience an event between the time the background check is conducted and the 2027 Pan American Games that may change their background check status, the nominee must inform the NGB and/or USOPC.
2. Have a valid passport at the time of nomination that does not expire for six months after the conclusion of the Games.
3. Be familiar with and abide by the [USOPC Athlete Safety Policy](#), the U.S. Center for [SafeSport Code for the Olympic & Paralympic Movements](#), [USOPC Minor Athlete Abuse Prevention Policies](#), [USEF SafeSport Policy](#), including the [USEF Minor Athlete Abuse Prevention Policies](#).
4. Be available for the entire duration of the Games (if requested).
5. Demonstrate ability to work effectively with the USOPC, athletes and other Team personnel.
6. Have strong administrative, communication, and organizational capabilities needed for Games Staff role.
7. Have NGB approval prior to making any financial decisions regarding the Team.
8. Be responsible for the Team’s adherence to all rules regarding discipline at the Games.
9. Fulfill all duties and requirements of the USOPC and NGB including attendance at USOPC Games related meetings.
10. Be in good health and able to withstand the physical rigors of traveling and working with the Team.
11. Be listed on the NGB long list.
12. Be in good standing with Pan Am Sports, International Federation for Equestrian Sports (FEI), NGB, USOPC, U.S. Center for SafeSport, and USADA.
13. Successfully complete all USOPC Games Registration requirements (including U.S. Center for SafeSport and anti-doping training) by the stated deadline.
14. Meet all health and safety protocols, to include vaccine and/or testing requirements, set forth by the government, USOPC, FEI, Pan Am Sports, and/or the Local Organizing Committee (LOC).

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2.2 ADDITIONAL REQUIREMENTS FOR ALL SPORTS MEDICINE PROVIDERS

1. Possess appropriate certifications.
2. In addition to the approved USOPC Games Background Check, pass a medical credential review which will be a combined check managed through USOPC Sports Medicine (separately arranged background checks will not be considered).
3. Meet the required experience and proficiency levels as determined by [USOPC Sports Medicine](#).
4. Meet the minimum criteria and provider requirements defined in the [USOPC Sport Medicine Provider Credentialing Policy](#).
5. Fulfill all requests and meet deadlines for any required information or documentation such as the submission of a temporary licensing application (to practice medicine at the Games) and medical equipment submission requirements.
6. Be approved for nomination through the USOPC's Sports Medicine Division.
7. Complete all mandatory Games training by the stated deadline.

2.3 ADDITIONAL REQUIREMENTS FOR ALL SPORTS SCIENCE PROFESSIONALS

1. Meet the minimum criteria defined in the [USOPC Sports Science Credentialing Policy](#).
2. Possess the appropriate professional certifications or licensures.
3. Pass licensure/credential review in addition to the approved USOPC Games Background Check, which will be a combined check managed through USOPC Sport Performance (separately arranged background checks will not be considered).
4. Possess appropriate experience relative to the position/field of practice for which they may be nominated.
5. Be approved for nomination through the USOPC's Sports Medicine Division.
6. Fulfill all requests and meet deadlines for any required information or documentation (to provide services at the Games).
7. Complete all mandatory Games training by the stated deadline.

SECTION 3: GAMES STAFF ROLES THAT WILL BE FILLED BY NGB EMPLOYEES OR CONTRACTORS

Roles filled by NGB Employees	Responsibility
Team Leaders	Serve as the primary point of contact and liaison between the USOPC and NGB before, during and after the Games.
Media	Provide sport specific media and press support.
Administrative Personnel	Serve as the primary point of contact for logistics, including lodging, meals, off-site training, etc.

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Roles filled by Contractors	Responsibility
Coaches/Performance Managers	Provide sport performance support and prepare athletes for success on the field of play.
Technical Personnel (e.g., Veterinarian, Equine Physiotherapists, Farriers, etc.)	Provide technical support to athletes, horses and staff.
Medical Personnel (e.g., Physician, Physiotherapist)	Provide clinical assessment and treatment of athlete injuries and illnesses, including sport coverage.
Administrative Personnel	Serve as the primary point of contact for logistics, including lodging, meals, off-site training, etc.

SECTION 4: GAMES STAFF ROLES THAT WILL BE FILLED BY ATHLETE DEPENDENT STAFF

Role	Responsibility
Horse Owner	Owners for the horses.
Grooms	Provide appropriate care to the horses
Personal Coach	Prepare athletes for success on the field of play.

SECTION 5: METHOD USED TO IDENTIFY AND NOMINATE ATHLETE DEPENDENT STAFF

Personal Coaches, Grooms and Horse Owners are considered Athlete Dependent Games Staff and will be recommended by athletes who are nominated to the Team.

If there are not enough Personal Coach accreditations for the NGB to nominate one (1) eligible Personal Coach per nominated athlete, the NGB Director of FEI Sport and a 10 Year Athlete Representative will decide which Personal Coaches are nominated based on the following criteria which are not listed in priority order:

- Individual must complement and work well with the Coaches and Games staff
- The number of athletes the Coach has on the Games Team with medal potential based on the Evaluative Events outlined in the Athlete Selection Procedures for the Pan American Games
- The Coach's previous Games staff experience at prior Delegation Events, FEI events, or world championship events within the last four (4) years.

SECTION 6: APPROVAL OF GAMES STAFF NOMINATIONS

6.1 NGB EMPLOYEE AND CONTRACTOR GAMES STAFF

It is anticipated that one of the Team Leader roles will be filled by the current US Equestrian Director of FEI Sport. The US Equestrian Director of FEI Sport will recommend all other NGB employees and NGB contractors for Games Staff roles. Final approval of these Games Staff

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nominations will be provided by the US Equestrian Chief Executive Officer.

6.2 ATHLETE DEPENDENT GAMES STAFF

Final approval of Games Staff nominations for Grooms and Horse Owners will be provided by the US Equestrian Director of FEI Sport.

Final approval of Personal Coach nominations will be provided by the US Equestrian Director of FEI Sport and a 10 Year Athlete Representative.

SECTION 7: REMOVAL OF GAMES STAFF

7.1 NGB JURISDICTION

- a. NGB has jurisdiction over Games Staff nominees until Games Staff entries have been submitted by the USOPC to the LOC.
- b. An individual who is nominated for a Games Staff role by the NGB may be removed as a nominee for any of the following reasons, as determined by the NGB:
 - i. Voluntary withdrawal. Games Staff nominee submits a written letter to the US Equestrian Director of FEI Sport.
 - ii. Injury or illness. A physician (or medical staff) approved by NGB provides certification that the individual has a debilitating condition. If an individual refuses to provide verification of their illness or injury by a physician (or medical staff), their injury will be assumed to be debilitating, and they may be removed from the Games Staff.
 - iii. Inability to meet Games Staff requirements and/or perform required duties.
 - iv. Code of Conduct violation. Individual violates the [NGB Code of Conduct](#)
 - v. SafeSport Policy violation. Individual violates the [NGB Safe Sport Policy](#)
 - vi. Anti-doping violation. Individual violates NGB, USADA and/or USOPC anti-doping protocol, policies, and procedures.
 - vii. Removal of employment. Individual is removed from their position as an NGB contractor or employee.
 - viii. Removal of Athlete Dependent Games Staff. Individual is removed from their position by the athlete or due to the athlete's removal from the Team.

7.2 USOPC JURISDICTION

- a. Once Games Staff nominations have been submitted by the USOPC to the LOC, the USOPC has jurisdiction.
- b. USOPC's Games Delegation Terms apply in addition to the [NGB Code of Conduct](#). The Games

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Forms are specific to each Games and are made available during the Games registration process.

7.3 REPLACEMENT OF GAMES STAFF

- a. If a nominated Games Staff member is unable to perform their duties due to injury, illness, Code of Conduct, or SafeSport Policy violation or other unforeseen circumstances that would result in the need to replace them, the replacement candidate must meet all applicable Games Staff requirements listed in Sections 2-4.
- b. All replacement candidates must be nominated using the same process outlined in these selection procedures.

SECTION 8: CONFLICT OF INTEREST

8.1 GAMES STAFF CANDIDATES

Prior to nomination, all Games Staff candidates (except Athlete Dependent Games Staff) must comply with the [NGB Conflict of Interest Policy](#) and must submit a conflict of interest disclosure form for review by the NGB Audit Committee.

8.2 GAMES STAFF SELECTION COMMITTEE

All individuals involved in the nomination of Games Staff candidates (Section 6) and all individuals who developed these selection procedures (Section 14) must comply with the [NGB Conflict of Interest Policy](#), to include completing and submitting a disclosure form consistent with the [NGB's Conflict of Interest Policy](#) before convening the committee.

Additionally, any person with a good faith belief that an individual referenced above has a conflict of interest may report the alleged conflict of interest to the NGB Audit Committee. Reports may also be made anonymously through the [USOPC's Integrity Portal](#). No committee member shall retaliate in any way against a person who, in good faith, reports an alleged conflict of interest.

Any recused individual shall be replaced in accordance with the NGB's selection committee appointment process.

SECTION 9: DATE OF GAMES STAFF NOMINATION

The Nomination of Games Staff, including replacements, will be announced to all Games Staff and submitted to the USOPC on or before the established deadline. The anticipated USOPC deadlines are listed below.

- Medical staff: May 14, 2027
- Non-Medical staff independent of athlete selection: May 28, 2027

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- Athlete dependent staff: On or before the athlete nomination date listed in the Athlete Selection Procedures. (Anticipated mid-late June 2027)

SECTION 10: REQUIRED DOCUMENTS

In addition to the USOPC Games Forms requirements, the following documents are required to be signed by all Games Staff (except Athlete Dependent Games Staff) as a condition of nomination to the 2027 Pan American Games:

- [NGB Code of Conduct](#)
- [NGB Conflict of Interest Disclosure Form](#)

SECTION 11: QUESTIONS REGARDING SELECTION PROCEDURES

Individuals may contact the NGB staff member listed below for information about these selection procedures.

Name: Steven Morrissey

Position: Managing Director of Sport Logistics

Email: smorrissey@usef.org

SECTION 12: GRIEVANCES

The NGB Grievance Procedures can be found in Part VII [here](#)

Section 9 of the USOPC Bylaws provides a process for an individual to file a complaint with the USOPC against an NGB alleging that they have been denied, or threatened to be denied, with the opportunity to participate in a Protected Competition, as defined in the USOPC Bylaws. Additional information on how to file a complaint can be found here: <https://www.usopc.org/governance/dispute-resolution>

SECTION 13: NON-RETALIATION

The USOPC and NGB have zero tolerance for retaliation against people who make good faith reports of potential ethical, policy, or legal violations, or who cooperate with investigations of those reports. That means no USOPC or NGB staff, Board or Committee member, or volunteer may threaten, harass, discriminate against, or take any negative employment or related action (e.g., discharge, demotion, suspension, negative review) on that basis.

- Individuals may report concerns to the NGB by following the [NGB's Whistleblower Policy](#).
- Individuals may report concerns to the USOPC confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935.

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- Additional information can be found in the USOPC's [Speak Up Policy](#).


SECTION 14: DEVELOPMENT OF SELECTION PROCEDURES

The following committee of individuals developed these selection procedures.


NAME	ROLE
Hallye Griffin	US Equestrian Director of FEI Sport
Steven Morrissey	US Equestrian Managing Director of Sport Logistics
Sydney Elliott	10 Year Athlete Representative

SECTION 15: CERTIFICATION OF SELECTION PROCEDURES

The following individual approved these selection procedures and through their signature, certifies that the procedures were developed by a group meeting the USOPC's standards for Designated Committees. The following individual further certifies that these selection procedures represent the method approved by US Equestrian and that they will be posted on the US Equestrian website.

POSITION	NAME	SIGNATURE	DATE
US Equestrian Chief Executive Officer	William J. Moroney		4/21/2026

The following individual affirms that they read and understand the selection procedures.

POSITION	NAME	SIGNATURE	DATE
Team USA Athletes Commission Representative	Sydney Elliott		04/21/2026

Revision History

Date	Revisions
April 21, 2026	Original document published

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APPENDIX A – COMMONLY USED ACRONYMS

AAC – Athletes’ Advisory Council

AC – Athletes’ Commission

Act or TSOASA – Ted Stevens Olympic and Amateur Sports Act

APC – Americas Paralympic Committee

CAS – Court of Arbitration for Sport

Center or CSS – U.S. Center for SafeSport

IMS – Internally Managed Sport (sport managed by the USOPC)

IOC – International Olympic Committee

IPC – International Paralympic Committee

IF – International Federation

LOC – Local Organizing Committee

NGB – National Governing Body

NOC – National Olympic Committee

NPC – National Paralympic Committee

OCOG – Organizing Committee of the Olympic Games. The OCOG refers to the Organizing Committee of the Paralympic Games as well.

PAG – Pan American Games

Panam Sports or PASO – Pan American Sports Organization

PPAG – Parapan American Games

PSO – Paralympic Sport Organization

TEAM USA AC – Team USA Athletes’ Commission (formerly USOPC AAC)

USADA – United States Anti-Doping Agency

WADA – World Anti-Doping Agency

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APPENDIX B – GLOSSARY

Contingency means a future event or circumstance which is possible but cannot be predicted with certainty.

Delegation Event means the Olympic Games, the Olympic Winter Games, the Paralympic Games, the Paralympic Winter Games, the Pan American Games, and the Parapan American Games.

Force Majeure means an event or effect that cannot be reasonably anticipated or controlled (e.g., hurricane, tornado, etc.).

Grievance Procedures means the process that enables an athlete to file a complaint with the NGB or USOPC.

Jurisdiction means the power or authority to make decisions and judgments.

Nominated means an athlete, coach or staff member whose name has been submitted to the USOPC by an NGB for participation in a Delegation Event.

Protected Competition means a Delegation Event or a Qualifying Competition.

Qualifying Competition means either of the following:

- i. **NGB Qualifying Competition:** Any competition or activity organized or approved by the NGB where the athlete's performance or results are considered in the published selection criteria to represent the United States in a Delegation Event.
- ii. **International Qualifying Competition:** Any international sport competition where (i) athletes represent the United States against athletes representing other nations, (ii) the NGB officially designates entrants, as required by the competition organizers, and (iii) athlete results or performance are included in the published criteria to qualify, or be selected, to represent the United States in a Delegation Event.

Selected means an athlete, coach or staff member whose name has been submitted by the USOPC to the LOC at the final submission date, as determined by the LOC.

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APPENDIX C – STAFF RESOURCES

RAINN HOTLINE (formerly SAFESPORT HELPLINE)

RAINN, the National Sexual Assault Hotline, provides crisis intervention, referrals, and emotional support specifically designed for athletes, staff, and other SafeSport participants affected by sexual violence. Through this service, support specialists provide live, confidential, one-on-one support that is available 24/7. Individuals can call the Hotline at 1-800-656-4673 or visit <https://rainn.org/>.

USOPC DISPUTE RESOLUTION UNIT (DRU)

For Protected Competitions, USOPC's DRU oversees the administration of dispute resolution services to athletes and other members of NGBs for grievances under the USOPC's jurisdiction to ensure the complaints are heard in a timely and fair manner. For more information about this process, please visit the [dispute resolution website](#).

USOPC ETHICS AND COMPLIANCE

USOPC's Ethics and Compliance team is responsible for ensuring the USOPC and NGBs comply with the Ted Stevens Olympic and Amateur Sports Act, their own bylaws and policies, and any other applicable laws or regulations. Any individual may report concerns confidentially, or anonymously, online using the [USOPC Integrity Portal](#) or individuals may call the USOPC Integrity Hotline at 1-877-404-9935 to report their concern over the phone.

USOPC SECURITY AND ATHLETE SAFETY REPORTING PORTAL

Individuals can report an incident of emotional, physical, or sexual misconduct, a violation of the Minor Athlete Abuse Prevention Policies (MAAPP) or a general security incident or concern through the [Safety Reporting Portal](#). Individuals may also report to the USOPC over the phone at 719-866-3869.